

# **Mineola Independent School District**

## **Mineola Middle School**

### **2018-2019 Goals/Performance Objectives/Strategies**



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# Goals


Revised/Approved: October 02, 2015

## Goal 1: Provide an exemplary instructional program for all students that promotes successful post secondary college and career readiness while eliminating the opportunity gap. (Educational Excellence)

**Performance Objective 1:** Increase the number of graduates who are college and career ready through alignment of resources and expansion of advanced study and Gifted and Talented (GT) options

**Evaluation Data Source(s) 1:** Participation in advanced classes will increase 10%.

### Summative Evaluation 1:



Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Provide an additional AVID class to include grades 6-8.	Campus administration	Walk through documentation			
Funding Sources: 199.... Local - 6309.00					
2) Implement Model United Nations Program during the school day for Gifted and Talented students	Campus Administration/ELAR teachers	Awards and Recognitions			
3) Continue the expansion of the Robotics Program.	Campus Administration/ELAR teachers	Awards and Recognitions			
Funding Sources: 199.... Local - 1500.00					
<b>Comprehensive Support Strategy</b> 4) Professional Learning Communities and professional development opportunities will provide a focus on blended learning instruction for math and ELAR.	Campus Principal and Instructional Coach	Increase in Map and STAAR scores of students on or above grade level by 3%.			
Funding Sources: MIZ Grant - 20000.00					
					



**Goal 1:** Provide an exemplary instructional program for all students that promotes successful post secondary college and career readiness while eliminating the opportunity gap. (Educational Excellence)

**Performance Objective 2:** Create an aligned instructional program focused on acceleration and interventions

**Evaluation Data Source(s) 2:** The number of students meeting the benchmark standards will increase 5%.

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
<p><b>Comprehensive Support Strategy</b> 1) Use TAG and TEKScore as a nine weeks assessment to use data to target student weaknesses in STAAR objectives and TEKS.</p>	Campus administration	Increase 5% with each benchmark administration from October to April.			
2) Professional learning communities implemented into the school schedule discuss best teaching practices for special population groups.	Campus administration	Walk throughs and evaluations show evidence of SIOP and AVID strategies.			
<p><b>Comprehensive Support Strategy</b> 3) Math solution, ELA solutions, and Read 180 classes will be provided for struggling students. FTE 3.6</p>	Campus Administration/Counselor	Student grades and teacher observation			
Funding Sources: Title 1 - 122925.00					
<p><b>Comprehensive Support Strategy</b> 4) Vertical team meetings for writing held throughout the school year to discuss the scope and sequence of TEKS.</p>	Campus and District Administration	Meetings developed and implemented. Scope and Sequence established.			
<p><b>Comprehensive Support Strategy</b> 5) Provide tutorials for students during activity period and math and ELA solutions.</p>	Classroom teachers and campus administration	Improvement on six weeks grades.			
<p><b>Comprehensive Support Strategy</b> 6) Provide summer school for students who did not meet minimum expectations in core subject areas for promotion to next grade or failed to meet minimum requirements on STAAR assessment.</p>	Campus Administration	Data to show improvement on test scores and grades.			
<p><b>Comprehensive Support Strategy</b> 7) Provide after school tutorials for math , reading, social studies and science for students at risk of failure.</p>	Campus administration and teachers	Improvement of test scores and grades.			
8) Implement MTA program for Dyslexia.	Principal	Number of students served.			

 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue

**Goal 1:** Provide an exemplary instructional program for all students that promotes successful post secondary college and career readiness while eliminating the opportunity gap. (Educational Excellence)

**Performance Objective 3:** The percentage of students in grades K-8 who are on or above grade level in reading and math will increase by 3% in 2018 towards 10% increase 2020.

**Evaluation Data Source(s) 3:** Multiple Measures will be used such as MAP, STAAR, Benchmark, and AR records.

**Summative Evaluation 3:**










Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
<p><b>Comprehensive Support Strategy</b>                      1) Professional Learning Communities and professional development opportunities will provide a focus on blended instruction and personalized learning for math and ELAR.</p>	Campus Principal and Instructional Coach  Funding Sources: MIZ Grant - 1500.00	Increase in Map and STAAR scores of students or or above grade level by 3%.			

**Goal 2: Prepare our students for the challenges of the 21st century with unique learning opportunities that utilize technology, engaging instructional practice, and quality co-curricular and extra-curricular programs. (Innovation and Technology)**

**Performance Objective 1:** Provide training relevant to the use of technology in classroom instruction

**Evaluation Data Source(s) 1:** Evidence of technology instruction documented in lesson plans.

**Summative Evaluation 1:**








Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Provide Google training relevant to the use of technology in classroom instruction	Campus Administrators, Tech Director, teachers	Region 7 Technology Comp days.			
<b>Comprehensive Support Strategy</b> 2) Evaluate instructional software used for acceleration and tutorial of students at risk of failure	Campus and District Administration	Success on Edgenuity, Dreambox, IXL, and Map, Membean, No Red Ink, Moby Max, Newsella			
	Funding Sources: 199.... Local - 13107.00				
3) E-sped software will be used to prescribe individual education needs for all special education students	Special Ed. teachers	Differentiated instruction			
4) Continue working on increasing the number of technology devices until every classroom has a classroom set.	Campus Administrators	Every class has 20 or more technology devices.			
	Funding Sources: 199.... Local - 2500.00				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

**Goal 2:** Prepare our students for the challenges of the 21st century with unique learning opportunities that utilize technology, engaging instructional practice, and quality co-curricular and extra-curricular programs. (Innovation and Technology)

**Performance Objective 2:** Implementation of activities to become a 21st Century technology school district.

**Evaluation Data Source(s) 2:** Evidence of technology instruction documented in lesson plans.

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Advanced technology provided for 6th through 8th grade students	Campus Administrators	Walk throughs and Evaluations			
2) Campus technology director position provided to assist teachers	Campus Administration	Evaluations and Observations			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					









**Goal 2:** Prepare our students for the challenges of the 21st century with unique learning opportunities that utilize technology, engaging instructional practice, and quality co-curricular and extra-curricular programs. (Innovation and Technology)

**Performance Objective 3:** Work with Raise Your Hand Texas to pilot a blended learning program through Pilot teachers in math and science.

**Evaluation Data Source(s) 3:** Documentation in meetings, evidence of success through data tracking, evidence of success through surveys.

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Math and Science Pilot	Campus and District Administration	Walk throughs, evaluations, PLC discussions, collaborative meetings with Raise Your Hand Texas, data tracking, surveys.			
Funding Sources: MIZ Grant - 5802.00					
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

### Goal 3: Provide a safe and secure learning environment with state of the art facilities and resources. (Safety)

**Performance Objective 1:** Meet the safety and security needs of students and staff including the teaching and encouraging of positive schoolwide behavior.

**Evaluation Data Source(s) 1:** Reduction in discipline issues results in a safe and positive environment conducive to academic success.

#### Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Raptor program will be used to scan all visitor's drivers licenses at each campus	Secretaries	Safe environment/ PEIMS Data			
	Funding Sources: 199.... Local - 480.00				
2) All volunteers will submit to a background check	Superintendent	documentation on file/PEIMS data			
3) Implementing Why Try program for students at risk for behavior, academic failure, truancy, peer conflict and pressure issues during impact hour	Counselor	Student success			
	Funding Sources: 199.... Local - 99.00				
4) East Texas Council on Alcohol and Drug Abuse work with at risk groups to educate on decision making and promote health and personal development.	Counselor, Campus Administrators	Academic progress and reduction in discipline issues.			
5) Academic achievement for all students in DAEP will be maintained or will increase as measured by Edgenuity.	DAEP teachers, campus administration	Reports based on before and after data.			
6) Provide ISS and AEP services for students who violate the student code of conduct. FTE 1.0	Principal	Academic progress and reduction in discipline issues.			
	Funding Sources: State Comp - 17675.00				
7) Provide a weekly character development during IMPACT hour that includes activities and speakers.	Counselor Teachers responsible for the program Campus Administration				
= Accomplished               = Considerable               = Some Progress               = No Progress               = Discontinue					

**Goal 3:** Provide a safe and secure learning environment with state of the art facilities and resources. (Safety)

**Performance Objective 2:** Positive educational opportunities

**Evaluation Data Source(s) 2:** Evidence of a safe and positive environment conducive to academic success due to preventative measures.

**Summative Evaluation 2:**

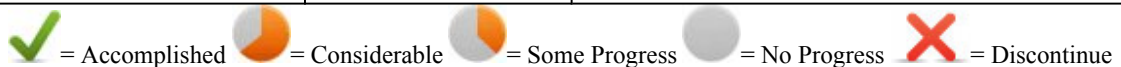
Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) 6th grade Transitional Week to be implemented during jump start.	Assistant Principal, 6th Grade Teachers	Positive culture			
2) East Texas Counseling of Alcohol and Drug Abuse (ETCADA) curriculum taught in classrooms.	Assistant Principal, Counselor	Documentation			
3) Mentoring program provided for low functioning students	All staff	Documentation/Data			
4) The Fitness Gram is a way to promote positive health and fitness.	Physical Education staff	Increase success on fitness gram			
					

**Goal 3:** Provide a safe and secure learning environment with state of the art facilities and resources. (Safety)

**Performance Objective 3:** To ensure that every student and parent are aware of counseling services and the districts revised bullying policies and procedures

**Evaluation Data Source(s) 3:** Evidence of a safe and positive environment conducive to academic success due to preventative measures.

**Summative Evaluation 3:**


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Counseling services will be available to all students.	Counselor	Counseling logs will be in place.			
Funding Sources: Title IV - 645.00					
2) Incorporate system to report bullying anonymously by using the STOP IT app.	Counselor and Campus Admin	Documentation of Records			
Funding Sources: 199.... Local - 340.00					
3) Ensure that steps are taken to curtail and eliminate bullying through bullying program initiated by school.	Campus Principals, Teachers, and Staff	Documentation of Records			
Funding Sources: Title IV - 1290.00					
4) ) Provide training on bullying, dating violence, early mental health, suicide prevention, substance abuse, sexual harassment, and conflict resolution.	Campus Administration and Counselors	Decrease in incidents			
5) TBSI (restraint training) will be offered each year to the team at each campus.	Assistant superintendent	Number of staff trained			
					

**Goal 3:** Provide a safe and secure learning environment with state of the art facilities and resources. (Safety)

**Performance Objective 4:** Create a safety response protocol and practice safety procedures 8 times a year.

**Evaluation Data Source(s) 4:** Students and staff understand and implement safety procedures in a timely manner.

**Summative Evaluation 4:**














Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Educate staff on protocol.	Campus Admin	Effective practice procedures			
					

**Goal 4: Recruit, develop, and retain excellent employees who are part of the Mineola community and who are focused on quality service to our students and their families. (Highly Qualified Staff)**

**Performance Objective 1:** Professional development activities will be provided to complete Highly Qualified status.

**Evaluation Data Source(s) 1:** Number of teachers participating in staff development.

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) The district will provide funds, such as test fees and certification fees, to help teachers meet HQ standards for ESL	Campus Principals and District Administration	Certifications and SIOP training			
2) Teachers will be provided opportunities to participate in GT training	Campus and District Administration	Certifications			
3) Provide opportunities for AVID training	Campus Administration	AVID Conference and Staff Training at Faculty Meetings.			
<b>Comprehensive Support Strategy</b> 4) Provide SIOP (Sheltered Instruction Observation Protocol) training and scheduled updates as a best practice approach for all students and specifically ELL and Economically Disadvantaged students.	Campus Administration	Lesson plans and walk throughs			
5) Teachers will be provided opportunities to attend training on technology, state assessments and Stemscope for science.	Campus Principals and District Administration	Certifications			
<b>Comprehensive Support Strategy</b> 6) The campus will focus on building supports in History for struggling students through professional development.	History teachers and campus administrators.	State testing			
7) Participate in job fairs and posting of vacancies to actively recruit highly qualified applicants	Campus Administration	All positions filled with highly qualified staff			
8) The district will conduct an annual review of teacher certification/service records and paraprofessional training to ensure all meet highly qualified standards	Curriculum Administrator	All certifications show highly qualified staff			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					










## Goal 5: Increase partnerships and engagement with staff, parents, students and patrons of Mineola ISD. (Communications and Community Involvement)

**Performance Objective 1:** Provide an increased number of parent involvement activities

**Evaluation Data Source(s) 1:** Increased number of parents and community members in attendance.

### Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Provide Meet the Teacher night during the first week of school	Teachers and Campus Administrators	Attendance			
2) Incorporate days in the calendar to support student-led conferences.	Teachers and Campus Administrators	Attendance			
3) Information will be disseminated to all eighth grade parents through Student Success Initiative	Campus Administration	Contact documented and put in Cumulative Records			
4) Parent-School Contracts will be completed by school and parents	Teachers and Campus Administration	Documentation of signatures			
5) Adult ESL classes will be offered to limited English speaking parents	Assistant Superintendent	Attendance			
6) Skyward Parent Portal will be available to parents for a timely dissemination of student grades	Campus and District Administration	High number of active participation			
7) Incorporate parental involvement and representation of AVID Site Team	Campus Administration and AVID Site Base Team	Attendance documented			
8) Participation in Student Showcase Night for all students and parents allowing students to demonstrate and showcase their chosen projects for the year.	Campus Administration, teachers	Attendance documented			
9) Surveys of parental involvement will be administered annually	Campus Administration	Positive comments			
10) Remind 101 and social media will be used campus wide to inform parents of upcoming events.	Tech support staff and campus administration	Active communication			
	Funding Sources: 199.... Local - 1125.00				
11) An open environment will exist at the campus to promote parent involvement	Campus Administration	Active Participation			

12) Parents will be provided information through the district School Reach phone system	Campus Administration	Active Communication			
	Funding Sources: 199.... Local - 700.00				
13) Each teacher does 5 positive contacts documented every 9 weeks and two Jacket Pride decals to students who demonstrate Jacket Pride Excellence.	Campus Administration	Documentation			
14) Jacket Pride bumper stickers to showcase exceptional students sent each nine weeks.	Campus Administration and teachers	Documentation			
15) Campus incentives are utilized to encourage attendance.	Campus Administration	Increased attendance rate			
16) Students will be given opportunities to research higher education admissions, Career Cruising, financial aid, Texas Grant programs, and Teach for Texas	Counselor	Number of students participating			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					










**Goal 6: Operate in an efficient and effective manner to be good stewards of available resources. (Fiscal and Operational Management)**

**Performance Objective 1:** Be fiscally responsible with funds.

**Evaluation Data Source(s) 1:** Staff participation in the budget process.

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Mar	May
1) Campus teams will meet to determine budgets	Campus Principal	Minutes recorded			
2) Principals approve all campus level requisitions	Campus Principals	Documentation			
3) Include all faculty and staff in the budgeting process.	Campus administration	monthly reports			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

## Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	4	Professional Learning Communities and professional development opportunities will provide a focus on blended learning instruction for math and ELAR.
1	2	1	Use TAG and TEKScore as a nine weeks assessment to use data to target student weaknesses in STAAR objectives and TEKS.
1	2	3	Math solution, ELA solutions, and Read 180 classes will be provided for struggling students. FTE 3.6
1	2	4	Vertical team meetings for writing held throughout the school year to discuss the scope and sequence of TEKS.
1	2	5	Provide tutorials for students during activity period and math and ELA solutions.
1	2	6	Provide summer school for students who did not meet minimum expectations in core subject areas for promotion to next grade or failed to meet minimum requirements on STAAR assessment.
1	2	7	Provide after school tutorials for math , reading, social studies and science for students at risk of failure.
1	3	1	Professional Learning Communities and professional development opportunities will provide a focus on blended instruction and personalized learning for math and ELAR.
2	1	2	Evaluate instructional software used for acceleration and tutorial of students at risk of failure
4	1	4	Provide SIOP (Sheltered Instruction Observation Protocol) training and scheduled updates as a best practice approach for all students and specifically ELL and Economically Disadvantaged students.
4	1	6	The campus will focus on building supports in History for struggling students through professional development.